



## Seattle Department of Parks and Recreation

### High Quality Outdoor Preschool Programs

#### Q & A

Q: What is the procedure and documentation for SPR-provided cover sheet by the SPR staff whom the site plans were reviewed?

A: *SPR will supply a letter to providers verifying that during the Technical Review providers were in attendance, submitted site plan(s), and that the plans were reviewed by SPR staff.*

Q: Explain what is meant by Municipal Code Chapter 20.45 (SMC 20.45)?

A: *Please refer to Municipal Code Chapter 20.45 (SMC 20.45) language below:*

20.45.020 - Discrimination in the provision of benefits prohibited.

A.

No contractor on a City contract shall discriminate in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse, subject to the following conditions:

1.

In the event that the contractor's actual cost of providing a particular benefit for the domestic partner of an employee exceeds that of providing it for the spouse of an employee, or the contractor's actual cost of providing a particular benefit for the spouse of an employee exceeds that of providing it for the domestic partner of an employee, the contractor shall not be deemed to discriminate in the provision of employee benefits if the contractor conditions providing such benefit upon the employee agreeing to pay the excess costs.

2.

The contractor shall not be deemed to discriminate in the provision of employee benefits if, despite taking reasonable measures to do so, the contractor is unable to extend a particular employee benefit to domestic partners, so long as the contractor provides the employee with a cash equivalent.

B.

Other Options for Compliance Allowed. Provided that a contractor does not discriminate in the provision of benefits between employees with spouses and employees with domestic partners, a contractor may:

1.

Elect to provide benefits to individuals in addition to employees' spouses and employees' domestic partners;

2.

Allow each employee to designate a legally domiciled member of the employee's household as being eligible for spousal equivalent benefits; or

3.

Provide benefits neither to employees' spouses nor to employees' domestic partners.

C.

Requirements Inapplicable Under Certain Conditions. The Director may waive the requirements of this chapter where:

1.

Award of a contract or amendment is necessary to respond to an emergency;

2.

The contractor is a sole source;

3.

No compliant contractors are capable of providing goods or services that respond to the City's requirements;

4.

The contractor is a public entity;

5.

The requirements are inconsistent with a grant, subvention or agreement with a public agency;

6.

The City is purchasing through a cooperative or joint purchasing agreement.

D.

Requests for waivers of the terms of this chapter are to be made to the Department by the contract awarding authority in a manner prescribed by the Department. Decisions by the Department to issue or deny waivers are final.

E.

The Director may reject an entity's bid or proposal, or terminate a contract, if the Director determines that the entity was set up, or is being used, for the purpose of evading the intent of this chapter.

F.

No contract awarding authority shall execute a contract with a contractor unless such contractor has agreed that the contractor will not discriminate in the provision of employee benefits as provided for in this chapter.

G.

All contracts awarded by the City shall contain provisions developed by the Department prohibiting discrimination in the provision of employee benefits, including provisions containing appropriate remedies for the breach thereof as prescribed by SMC Section 20.45.040, except as exempted by this chapter or rule.